

ATTENTION TO GENDER IN PERFORMANCE  
REPORTS  
IN THE LATIN AMERICAN AND CARIBBEAN REGION

A Comparative Analysis of USAID/LAC Action Plans  
1992 - 1995

by

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## EXECUTIVE SUMMARY

This analysis examines progress in integrating gender into the FY 1996-97 Action Plans, as well as trends over the last four years (1992-1995), in order to assist missions in assessing and reporting on results and impact with regard to gender concerns.

Quantitative and qualitative analysis indicates that, compared with 67% of the baseline set of 15 FY 93-94 Action Plans (presented in 1992), 87% of the same sample of FY 96-97 Action Plans (presented in 1995) give some attention to gender. There has been a significant increase in the use of gender-disaggregated indicators; for example, the percentage of disaggregated SO indicators for Action Plans included in the comparative sample increased from 28% in FY 93-94 to 46% in FY 96-97.

There has also been an increase in the extent to which gender information is presented in Action Plan narratives; for FY 96-97, 76% of the programs for which narratives were available provide information by gender, compared with 68% of FY 95-96 documents (quantitative analyses of narratives were not done for earlier years).

Of all FY 96-97 Action Plans (19 of 23, or 83%) which include attention to gender, 79% address gender across half or more of the sectors in which they operate and nearly half include gender in all sectors, taking into account reporting in either or both the narrative and tables. While the health and education programs still predominate, the majority of programs in economic growth and democracy also include gender, followed closely by environment.

Comparative groupings of FY 96-97 Action Plans based on these analyses show an increase in the number included in Group 1, those with the greatest attention to gender; perhaps more significantly, the number in Group 3 (no attention to gender) has declined markedly, from 33% in the last two rounds of Action Plans, to only 17% for the FY 96-97 Action Plans. Action Plans in this group are mainly for closeout programs.

The increase in reporting on development results by gender evident in the FY 95-96 Action Plans continued in the FY 96-97 documents. Examples include:

- In Honduras, of the more than 25,000 graduates of a vocational training program, 90 percent have been employed; of those employed, 35% are women. Their incomes have increased by approximately 80% annually.
- The G/CAP Action Plan reported an example of women's empowerment through the MAYAFOR small grants project, in which an indigenous woman has

taken on the mission of reactivating Maya-Itza women's traditional knowledge about management of natural resources in the Peten region of Guatemala.

The extent to which gender data is cited in managing for results in the FY 96-97 Action Plans is particularly significant. Two examples from many in the report follow:

- Because data indicate that AIDS is now the leading cause of death among women of reproductive age in Sao Paulo, USAID/Brazil has decided not to continue to pursue the original target population of men-away-from-home and will attempt to channel any existing project resources into activities with women.
- Given women's lower rates of knowledge and participation in democratic processes revealed by a 1994 survey, the USAID/Dominican Republic Action Plan states the intent to actively promote women's participation in electoral and reform processes.

It is clear that a great deal of progress has been made in reporting on gender. However, some Action Plans still show a mismatch between their narratives and their performance tables, i.e. narratives mention targeting women or women's participation, but there are no sex-disaggregated indicators to demonstrate performance. Information on gender is still often at the input/output level, i.e. numbers of women and men trained, rather than on what these figures mean in terms of desired results and impact. Also, much information is still provided only for women, with no way to compare women's participation or benefit with that of men.

In order to achieve optimal results-focused performance reporting on gender, action is needed to:

- Ensure that the relevance of gender is assessed for all activities, particularly those focused on policy reform and institutional development, and that any gender-differentiated impacts are reported.
- Ensure greater congruence between performance tables and narratives by collecting sex-disaggregated data relevant to SO achievement, focused on impact rather than only inputs/outputs; and analyzing and reporting on such data throughout the narrative in terms of results and implications for the achievement of SOs.

## INTRODUCTION

A major objective of the LAC Bureau, as outlined in the Bureau Gender/WID Plan, is to fully integrate consideration of gender into all mission strategic frameworks and program and project planning and reporting documents, in order to ensure that gender factors affecting development impact are taken into account in the Bureau's comprehensive performance assessment and reporting system.

This analysis examines progress by LAC missions in integrating gender into the strategic frameworks set forth in their Action Plans for FY 1996-97. While the responsibility for the analysis is solely the author's, the collaboration of Anne-Marie Urban, G/WID, who extracted references to gender and examples from the Action Plan narratives, is gratefully acknowledged.

As in the previous analyses conducted, this analysis is based on both quantitative and qualitative analysis of Action Plans. This Action Plan analysis utilizes a comparative sample of 15 country programs for which baseline information was established in 1992, to permit comparison over time. However, unlike the previous analyses, data for all Action Plans, not just this sample, have also been analyzed quantitatively as well as qualitatively, using the same criteria and methodology established for the previous analyses.

It is important to reiterate that this is an analysis of the content of the Action Plan documents only, not of the missions' overall performance or attention to gender in their programs and projects. It does not take into account additional information on gender provided by missions, only information presented in the Action Plan documents themselves, to ensure comparability, since such supplementary information is very heterogeneous and not available for all missions. Attention to gender in Action Plan documents is generally indicative of the importance given to gender issues, but is not necessarily definitive. For example, Action Plans for some missions which in fact have given substantial attention to gender do not adequately reflect it, and so are categorized at a lower level.

The purposes of this analysis are thus 1) to provide feedback to missions on how well their reporting documents actually reflect their attention to gender concerns and the impact achieved by their programs and projects on both women and men; 2) to show which Action Plans have gone further in addressing gender so that others can benefit from these examples; and 3) to draw out substantive examples, issues and lessons from this experience which will aid missions in improving the way they address, assess and report on gender in terms of performance and impact.

## METHODOLOGY

The FY 96-97 Action Plans for all missions were analyzed quantitatively and qualitatively. The long-term comparative sample is limited to 15 because that was the number of FY 93-94 Action Plans which had been received when the initial 1992 baseline analysis was conducted; subsequent analyses use the same sample to ensure comparability over time. However, the current analysis also includes quantitative data for all Action Plans, not just those in the comparative sample. The quantitative analysis consists of tallying the total numbers of strategic objectives (SOs), program outcomes (POs), SO indicators and PO indicators, the numbers and percentages of these which are people-level (those which mention people or beneficiaries or clearly imply direct participation of or impact on people), and those which address gender (either sex or both). Statement and indicator counts are based on CDIE printouts for all LAC Action Plans. This review also includes a quantitative analysis of the extent and sectoral distribution of gender-sensitive reporting for the SOs, POs and indicators and the Action Plan narrative, as well as a qualitative assessment of the narratives and their congruence with the performance tables. Based on these analyses, the Action Plans are grouped into three categories, with Group 1 demonstrating greater attention to gender, Group 2 some attention and Group 3 none, in either tables or narrative. The analytical criteria for these groupings are:

- Degree of attention to gender impact in the text and consistency with sex disaggregation in the tables (degree to which stated objectives and accomplishments are backed up by data and degree of evidence that the information in the tables is analyzed and used in assessing performance).
- Number of program sectors in which there is attention to gender in the text and sex disaggregation in the tables (degree to which attention to gender appears throughout the program).
- Number and proportion of gender-sensitive objectives, outcomes and indicators.

Action Plans included in Group 1 disaggregate data by gender to the greatest extent and demonstrate substantively greater consistency in the way gender is addressed in both the narrative and the performance indicator tables, i.e. results in the narrative are backed up by indicator data to a greater extent. They also have tended to give greater attention to impact or results by gender, rather than just reporting on numbers or percentages of beneficiaries. However, because the analysis is comparative, the level of attention to gender in Group 1 may not necessarily be optimal, simply better than the rest. Those Action Plans in Group 2 address gender, but not to the same extent, do not show the same level of consistency or congruence between the text and the tables, are more likely to mention gender without clear linkages to program

activities and objectives and in general report less in terms of impact. Action Plans in Group 3 are for closeout missions which have not modified their strategic frameworks and thus have not made changes to improve reporting by gender and/or for limited and specialized programs focusing predominantly on policy and institutional reforms less amenable to measurement of impact by gender.

## FINDINGS

### Analysis of SO and PO Statements and Indicators

The first step in the analysis is a preliminary ranking based on a count of strategic objectives (SOs), program outcomes (POs) and their respective indicators, comparing the percentage of SO and PO statements and indicators which refer to one or both sexes or clearly apply to women and/or men specifically. This was done for all LAC Action Plans, but in order to maintain comparability over time, the findings are presented in two tables. Annex 1 groups the Action Plans included in the original baseline sample of 15, while Annex 2 provides the same data for the remaining Action Plans. Again for purposes of comparability, Annex 1 divides these Action Plans into three groups, based on the relative percentages of gender-disaggregated SOs, POs and indicators. This preliminary ranking does not take the narrative into account.

The following table compares the sample of 15 over time in terms of gender data (Group 3 has been omitted because these Action Plans do not include any gender-disaggregated SOs, POs or indicators).

This comparison shows a consistent progression in the use of gender-disaggregated indicators for Group 1, those documents with a relatively greater attention to gender. For example, the percentage of disaggregated SO indicators for Group 1 Action Plans in the sample increased from 28% in FY 93-94 to 46% in FY 96-97. Group 2 data reveal no clear patterns and little change. There is little variation in SO and PO statements for two basic reasons: 1) constant changes in SOs and POs have been discouraged, so increased consciousness about the importance of gender has been reflected primarily by adding or modifying indicators rather than the statements themselves; and 2) in some cases, SOs and POs which referred to gender have been eliminated or consolidated as the scope of activities has been reduced.

COMPARISON OF GENDER DISAGGREGATION  
IN OBJECTIVES, OUTPUTS AND INDICATORS  
FY 93-94, 94-95, 95-96 and 96-97 ACTION PLANS  
(Sample of 15 Missions, see Annex 1)

TYPE OF DATA	GROUP 1				GROUP 2			
	93-94	94-95	95-96	96-97	93-94	94-95	95-96	96-97
Percent of Gender-Disaggregated Strategic Obj.	5%	9%	9%	6%	0	4%	0	0
Percent of Gender-Disaggregated SO Indicators	28%	40%	40%	46%	8%	6%	9%	10%
Percent of Gender-Disaggregated Program Outcomes	3%	7%	0	0	0	0	0	1%
Percent of Gender-Disaggregated Outcome Indicators	19%	29%	31%	38%	4%	10%	7%	7%

### Analysis of the Narratives

The next step in the analysis focuses on the extent to which gender is addressed in the Action Plan narrative and the extent of attention to gender across program sectors. Note that the number of program sectors does not necessarily correspond with the number of SOs; for example, education is subsumed under health or economic SOs, and environment is sometimes incorporated into the economic SO.

Of the 23 programs analyzed, 16 Action Plans provide information by gender or specifically on women or men in the narrative (it should be noted that no Action Plan narratives were available for Chile and the Eastern Caribbean regional program (RDO/C), both of which are closing out and both of which have included gender

reporting in the past, particularly Chile; had narratives been available, these two would likely have increased the number to 18). Of the 16 Action Plans, 9 report on gender or at least provide some information by sex in one or more sections of the narrative across all the sectors covered by the program. Of the remainder, 6 include such information in the narrative for half or more of program sectors (see Annex 3).

In comparative terms, 76% of the FY 96-97 Action Plans for which narratives were available provide gender information in the narrative, compared with 68% of FY 95-96 documents (quantitative analyses were not done for earlier years).

All of the Action Plans which include health and/or population (13) make at least some mention of gender and/or attention to women in that section of the narrative. In descending order, 12 (67%) of 18 Action Plans covering economic growth and 4 (67%) of 6 covering education, 11 (61%) of 18 covering democracy, and 9 (50%) of 18 covering environment, included gender in the narrative for those sectors.

#### Analysis of Congruence Between Narratives and Indicator Tables

Finally, congruence and consistency between attention to gender in the narrative and in the SO and PO indicator tables is examined. Annex 4 breaks down gender information in SO or PO statements or indicators by sector in the same way as was done for the narratives. Seventeen Action Plans include some degree of attention to gender or sex disaggregation in their performance tables. Of these 17, 12 (71%) report actual data for at least some of their sex-disaggregated indicators. Seven of these 17 Action Plans collect gender data across all program sectors, while 5 collect data in half or more of program sectors.

Again, the sector in which gender data is most commonly collected is health and/or population; 12 Action Plans (92% of those which include this sector) collect some data by sex. For education, the figure is 3 (50%), followed by economic growth with 8 (44%), democracy with 7 (39%) and environment with 6 (33%).

Overall, 19 of the 23 Action Plans include gender in either or both the narrative and tables. Of these, 79% address gender across half or more of the sectors in which they operate, and nearly half include gender in all sectors.

However, as is evident from the breakdowns in Annexes 3 and 4, more Action Plans include information by gender in their sectoral narratives than in their performance tables. Annex 5 lists the 14 Action Plans (for which both narrative and table information is available) which include gender in both the narrative and the tables for the same sectors. Only 3 Action Plans address gender in both narrative and tables across all program sectors, while another 5 include gender in both for half or more of program sectors. The sectoral breakdown with regard to gender is entirely consistent



for both the narrative and the tables, led by health/pop, followed by education, economic growth, democracy and environment.

There has thus been a notable increase in the breadth of attention to gender, judged by the percentage of program sectors in which gender is included. The analysis of the FY 1994-95 Action Plans indicated that documents in Group 1 considered gender in an average of 88% of sectors and Group 2 documents did so in 70% of sectors. Current Group 1 documents consider gender (in either the tables or narrative or both) across 96% of the sectors in which they work, while Group 2 documents do so for 85% of sectors.

### Comparative Groupings of Action Plans

Based on the foregoing analyses of gender in performance tables and Action Plan narratives, groupings of all mission FY 96-97 Action Plan documents follow. Missions not included in the long-term comparative sample of 15 are marked with an asterisk.

<u>Group 1</u>	<u>Group 2</u>	<u>Group 3</u>
Brazil	Argentina*	Belize
Chile	Bolivia	Colombia*
Dominican Republic*	Ecuador	Costa Rica
El Salvador	Guatemala	Uruguay*
Honduras	G/CAP	
Jamaica	Guyana*	
Peru	Haiti*	
	Mexico	
	Nicaragua	
	Panama	
	Paraguay*	
	RDO/C*	

Peru was placed in the Group 1 category on a provisional basis because of the prevalence of attention to gender in its narrative in terms of its strategy and plans (although there is as yet little actual data), even though it has lower percentages of sex-disaggregated indicators than the other Action Plans in this group. Also, the provisional new strategy included in the Action Plan gave considerably more attention to gender in the proposed indicators than the current strategy.

Compared with the analysis of FY 95-96 Action Plans, the number included in Group 1 has increased by one, although the composition of the group has changed to include the Dominican Republic and Peru for the first time, with Nicaragua dropping back into Group 2. The other Action Plans in this group have consistently maintained a relatively high level of attention to gender. Perhaps most notably, the number of Action Plans in Group 3 (those with no attention to gender in either the tables or the

narrative) has shrunk to four (17%), down from seven (33%) last year, with G/CAP, Mexico and Paraguay moving into Group 2 for the first time. As noted earlier, the remaining Action Plans in this group are for closeout or less gender-relevant programs.

### Examples of Gender-Sensitive Reporting

#### **Performance**

With regard to the content and the quality of gender information, beyond the foregoing analysis of the extent and congruence of attention to gender, a qualitative review of the Action Plans indicates that programs are increasingly using gender data to highlight results in their narratives.

- USAID/Argentina's Civic Participation Program has been implemented by Conciencia, which succeeded in collaborating with 97 other NGOs in carrying out activities under its municipal development and public education programs, and trained 335 female political candidates running for office from all major political parties (and 77 men who saw how valuable the program was and asked to participate.)
- Participation has been key to the successful efforts of PROMUJER, the USAID/Bolivia-sponsored local branch of a U.S. PVO, which has trained over 3,000 women in empowerment, health and family planning, business skills and communal banking. As a result, nearly 1,800 disadvantaged women presently receive credit in 57 communal banks in four Bolivian cities.
- Through the USAID/Dominican Republic-sponsored CARE Title II Program, the number of women seeking employment is in the hundreds, with some unusual consequences. As manual laborers, the women are now earning as much in foodstuffs as their husbands earn in food purchasing power, thus bringing them a sense of economic accomplishment as well as improving the family diet.
- The El Salvador Action Plan reports that women's employment in agriculture is increasing, with wages equal to those of men. Increases in non-traditional exports tend to correlate with increases in employment options in general, and, with proportionately greater increases in female employment opportunities.
- In Guatemala, 15,500 new electricity consumers were connected in new communities and 6,000 in existing distributions network (through the Rural Electrification Project). 2,557 users (22% women) have begun using electricity for productive purposes. Women's income have increased because they can continue weaving at night in their own homes.

- The G/CAP report includes an example of the impact of an activity on empowerment of indigenous women. As a result of The Nature Conservancy's initiative under the MAYAFOR small grants project, Alba Huex has recaptured her indigenous identity and taken on the mission of reactivating the Maya-Itza traditional knowledge about management of natural resources for all Maya-Itza women in Peten.
- In Honduras, of the more than 25,000 graduates of the CADERH (a local PVO) vocational training program, 90 percent have been employed; of those employed, 35% are women. Their incomes have increased by approximately 80% annually.
- In the area of financial services, USAID/Honduras is working with 33 credit unions and 7 PVOs which together provided almost 59,000 loans to low income persons in 1994. Sixty-seven percent of these loans, whose number constitutes a 17% increase over the previous year and a 36% hike over the level two years earlier, were provided to women. The bulk of the lending activity with women is channeled through 524 village banks located throughout the country. These women-managed groups, which incorporate over 14,000 women, provided loans averaging \$100 and serve as a forum for leadership training and increased community participation.
- The Land Use and Productivity Enhancement (LUPE) Project in Honduras utilizes an outreach strategy encouraging full participation by all target area individuals - male and female - in all aspects of technology transfer. Their outreach capacity has increased through the use of contact farmers as extension agents who utilize, demonstrate and teach project-promoted techniques in their communities. Forty-three percent of the current 672 collaborating contact farmers are women, and their training in non-traditional areas such as production and organization is proving successful. The LUPE Project has increased the number of poor hillside farm households practicing environmentally sound cultivation practices by almost 9,000 in 1989 to reach 19,800 in 1994, contributing to an estimated 2,057,000 ton decrease in soil erosion losses.
- Since 1978, the Women's Center Foundation in Jamaica has offered expectant mothers between the ages of 12 and 16 the opportunity to continue their education, learn essential parenting and life skills including family planning, and return to their schools. Over 13,000 young women have been reached by this program which is also noteworthy for its graduates' low rate (2 percent) of second pregnancies during adolescence. With USAID support in January 1994, the Foundation added a new program targeted to girls ages 9-13 to prevent the first unwanted pregnancy by establishing a homework and counseling program

designed to keep these young girls interested in school, to enhance self esteem and provide family planning counseling and services.

## **Program Decisions**

Equally important is a marked increase in the use of gender data to make programming decisions, i.e. to manage for results. Examples include:

- The profile of the AIDS epidemic in Brazil has shifted to the point where AIDS is now the leading cause of death among women of reproductive age in Sao Paulo. The Mission has decided, therefore, not to continue to pursue the STD and AIDS prevention project's original target population of men-away-from-home and will attempt to channel any existing project resources into activities with women.
- USAID/DR is narrowing its interventions to those aimed at better integration of small businesses and microenterprises into the financial and labor sectors. The extensive gender disaggregated research base, both in export-oriented industrial sector and in microenterprises, has created conditions favorable to narrowing the program focus. Increasingly the Mission will focus on the economic viability, growth and formalization of women's as well as men's micro-enterprise activities, and on eliminating artificial barriers to transition from a subsistence-level informal economy to a growth-oriented and increasingly formalized economy. This approach will resist gender-based occupational segregation which impedes the efficient functioning of labor markets and causes depressed earnings for women who are too often stereotypically trained only to operate sewing machines in free trade zones.
- Given the lower rates of both knowledge and participation for women compared with men revealed by the 1994 DEMOS survey in the Dominican Republic, the USAID/DR Action Plan states that it will be important to actively promote the degree of participation of women's organizations in both the electoral and the reform processes, as well as to involve women in both the membership and leadership of mixed civil society institutions and community groups promoting democratic participation and reform. In order to address these concerns, efforts will be made to ensure that women's organizations participate fully in the drafting of reform bills. Serious consideration of the proposals they develop for legislative reform will be actively promoted. Also, greater participation and voting by women will be encouraged. And finally, in defining "broad-based" participation, networks, etc., the participation of women and women's organizations will be a specific criterion.
- In rural El Salvador, women are informally responsible for the health of the family and the community. On the other hand, men are most commonly

selected for formal leadership roles, particularly if the position is salaried. To overcome traditional gender obstacles, the PROSAMI Project selected women as salaried promoters (65%).

- Integrating the needs of male and female customers has been emphasized as a part of the reengineering of USAID/Guatemala's health and population SO. The Population Council and the BASICS Project conducted ethnographic and qualitative research into the attitudes of rural indigenous men and women..., and focus group exercises to determine the best format and methodology for delivery of services to this group of people.
- An example of the effective use of USAID-funded research to promote policy change was USAID/Guatemala's presentation to the GOG of data on the value of high relative enrollment and retention of girls in schools. In response to this initiative, the Ministry of Education established the world's first scholarship program for rural indigenous girls. During the first year, they awarded 6,000 scholarships.
- The Honduras Action Plan includes a good example of utilizing data to shape Mission activities to address a critical issue for women. Because the Maternal Mortality Rate is the worst in Central America, at 221 per 100,000 live births, the Mission will assess the key contributing factors to high maternal mortality and revise its strategy as part of the amendment of the Health Sector II Project.
- USAID/Peru conducted a series of anthropological studies to find out more from non-users at the community level about why they do not use existing services. A principal finding has been the need to work more intensively with males, not only so they become users of male methods, but because of the pivotal role they play in decision-making about contraceptive use by their female partners.

## CONCLUSIONS AND ISSUES

Considerable progress has been made. Quantitative and qualitative analysis indicates that, compared with 67% of the baseline set of 15 FY 93-94 Action Plans, 87% of the same sample of FY 96-97 Action Plans give some attention to gender. Another excellent indicator of progress is the notable increase in use of gender data in managing for results and in results reporting, as the foregoing examples demonstrate.

However, some Action Plans still show a mismatch between their narratives and what their performance tables indicate missions are doing and measuring. It is still too common for Action Plan narratives to mention targeting women or women's participation, but to have no sex-disaggregated indicators to demonstrate whether targeted women are being reached or the extent to which women are participating.

Some include information on women in their narrative without any apparent linkage to actual activities, for example highlighting an issue with no indication of whether there are any interventions underway to address it. It is also still common for Action Plan narratives to provide information by gender at the input/output level, i.e. numbers of women and men trained, but not on impact, e.g. what these figures mean in terms of desired results or what impact the training has had on the beneficiaries, communities or institutions, etc. Also, much information is still provided only for women, with no way to compare women's participation or benefit with that of men. Finally, mention of gender in narratives in some cases is still limited to plans or intentions rather than results; as more data are collected it will be important to follow up these statements of intention with concrete results in subsequent reports.

It is clear that detailed sex-disaggregated activity data is key in providing data to facilitate managing for results and results reporting. While Semi-Annual Reports (SARs) with detailed project data are no longer required by LAC/Washington, such information forms the basis for synthesizing and aggregating the performance indicator data, and also provides key illustrations for the performance narrative--examples with a strategic focus which can complement quantitative data and vividly demonstrate accomplishments and direct impact on women and men, girls and boys.

In order to achieve optimal results-focused performance reporting on gender, action are needed to:

- Ensure that the relevance of gender is assessed for all activities, particularly those focused on policy reform and institutional development, and that any gender-differentiated impacts are reported.
- Ensure that gender data are focused on impact rather than only inputs and outputs.
- Ensure greater congruence between performance tables and narratives by collecting sex-disaggregated data relevant to SO achievement; and analyzing and reporting on such data throughout the narrative in terms of results and implications for the achievement of SOs.

In summary, to achieve effective reporting which demonstrates impact on both women and men, it is necessary to 1) collect sex-disaggregated data; 2) analyze the data to decide whether gender variables are likely to affect outcomes and in what way; 3) develop interventions to respond to the information on gender variables and ensure equitable impact; 4) monitor, evaluate and report the results and highlight lessons learned; and 5) use this information to make needed changes and manage for results.

ANNEX 1  
ANALYSIS OF STRATEGIC OBJECTIVES, PROGRAM OUTCOMES AND INDICATORS  
(Sample of 15 FY 96-97 Action Plans)

Key: SO=Strategic Objective, PO=Program Outcome, for both statements and indicators

MISSION	TOTALS				PEOPLE-LEVEL				GENDER-DISAGGREGATED			
	STATE.		INDICAT.		STATEMENT		INDICATORS		STATEMENTS		INDICATORS	
	SO	PO	SO	PO	SO	PO	SO	PO	SO	PO	SO	PO
<b>Group 1</b> Brazil	4	11	22	108	2 50%	1 9%	18 82%	54 50%	1 25%	0	10 45%	36 33%
Chile	2	7	8	20	1 50%	1 14%	8 100%	8 40%	0	0	8 100%	5 25%
El Salvador	5	18	36	119	1 20%	8 44%	30 83%	75 63%	0	0	14 39%	59 50%
Honduras	4	12	20	74	2 50%	6 50%	17 85%	49 66%	0	0	9 45%	31 42%
Jamaica	3	12	15	59	2 67%	3 25%	7 47%	29 49%	0	0	5 33%	16 27%
<b>Group 2</b> Bolivia	4	11	22	26	1 25%	4 36%	7 32%	13 50%	0	1 9%	3 14%	2 8%
Ecuador	4	11	16	41	3 75%	4 36%	8 50%	10 24%	0	0	1 6%	1 2%
Guatemala	5	16	29	38	1 20%	6 38%	24 83%	24 63%	0	0	5 17%	3 8%
Nicaragua	3	14	13	45	3 100	7 50%	11 85%	28 62%	0	0	1 8%	4 9%
Panama	2	6	5	16	1 50%	1 17%	0	5 31%	0	0	0	1 6%
Peru	3	11	15	69	1 33%	6 55%	11 73%	41 59%	0	0	2 13%	8 12%
<b>Group 3</b> Belize	2	6	5	13	0	1 17%	1 20%	5 38%	0	0	0	0
C. Rica	3	7	10	22	0	0	0	2 9%	0	0	0	0
Mexico	3	8	7	23	1 33%	1 13%	1 14%	7 30%	0	0	0	0
G/CAP	2	11	7	23	0	1 9%	1 14%	2 9%	0	0	0	0

ANNEX 2  
ANALYSIS OF STRATEGIC OBJECTIVES, PROGRAM OUTCOMES AND INDICATORS  
FY 1996-97 Action Plans  
(Missions not included in comparative sample of 15)

MISSION	TOTALS				PEOPLE-LEVEL				GENDER-DISAGGREGATED			
	STATEMENT		INDICATORS		STATEMENT		INDICATORS		STATEMENT		INDICATORS	
	SO	PO	SO	PO	SO	PO	SO	PO	SO	PO	SO	PO
Argentina	2	5	6	13	1 50%	1 20%	5 83%	2 15%	0	0	0	1 8%
Colombia	2	7	5	32	0	0	1 20%	2 6%	0	0	0	0
Dominican Republic	4	13	23	81	3 75%	7 54%	21 91%	40 49%	0	0	11 48%	15 19%
Guyana	2	6	3	13	1 50%	2 33%	1 33%	5 38%	0	0	0	4 31%
Haiti	4	15	14	56	2 50%	5 33%	5 36%	17 30%	0	0	1 7%	3 5%
Paraguay	3	9	9	21	1 33%	3 33%	7 78%	7 33%	0	0	1 11%	0
RDO/Caribbean	2	8	9	29	0	1 13%	0	13 45%	0	0	0	12 41%
Uruguay	2	5	4	13	0	3 60%	0	3 23%	0	0	0	0



ANNEX 3  
GENDER REPORTING IN FY 96-97 ACTION PLANS BY SECTOR  
(Action Plan Narrative)

Note: Number in parentheses for each mission is the total number of program sectors. An x denotes attention to gender; a - denotes no attention to gender.

MISSION	DEMOCRACY	ECONOMIC GROWTH	ENVIRONMENT	HEALTH/POP	EDUCATION
Argentina (2)	x	-			
Bolivia (4)	x	x	x	x	
Brazil (2)			x	x	
Dom. Republic (4)	x	x	x	x	
Ecuador (4)	x	x	x	x	
El Salvador (5)	x	x	-	x	-
Guatemala (5)	x	x	x	x	x
G/CAP (3)	-	x	x		
Haiti (5)	-	x	-	x	x
Honduras (5)	x	x	x	x	x
Jamaica (3)		x	-	x	
Mexico (3)		-	-	x	x <sup>*</sup>
Nicaragua (5)	x	x	x	x	x
Panama (2)	x		x		x <sup>**</sup>
Paraguay (3)	x		-	x	
Peru (3)	x	x		x	x <sup>***</sup>

<sup>\*</sup> Country Training Plan is sex-disaggregated; there are no other educational activities.

<sup>\*\*</sup> CLASP training data; there are no other educational activities.

<sup>\*\*\*</sup> Data on female illiteracy only; there are no education activities in the program.

ANNEX 4  
GENDER REPORTING IN FY 96-97 ACTION PLANS BY SECTOR  
(Strategic Objective and Program Outcome Statements and/or Indicators)

Note: Number in parentheses for each mission is the total number of program sectors. An x denotes attention to gender; a - denotes no attention to gender.

MISSION	DEMOCRACY	ECONOMIC GROWTH	ENVIRONMEN T	HEALTH/POP	EDUCATION
Argentina (2)	x	-			
Bolivia (4)	-	-	-	x	
Brazil (2)			x	x	
Chile (2)	x		-		
Dom. Republic (4)	x	x	x	x	
Ecuador (4)	-	-	-	x	
El Salvador (5)	x	x	x	x	x
Guatemala (5)	-	-	-	x	x
Guyana (2)	x	x			
Haiti (5)	-	x	-	x	-
Honduras (5)	x	x	x	x	x
Jamaica (3)		x	x	x	
Nicaragua (5)	-	-	-	x	-
Panama (2)	x		-		
Paraguay (3)	-		-	x	
Peru (3)	-	x		x	
RDO/C (2)		x	x		

ANNEX 5  
GENDER REPORTING IN FY 96-97 ACTION PLANS BY SECTOR  
(Action Plans which Report by Gender  
in Both the Narrative and SO/PO Statements  
and/or Indicators for the Same Sectors)

Note: Number in parentheses for each mission is the total number of program sectors.

MISSION	DEMOCRACY	ECONOMIC GROWTH	ENVIRONMENT	HEALTH/POP	EDUCATION
Argentina (2)	x				
Bolivia (4)				x	
Brazil (2)			x	x	
Dom. Republic (4)	x	x	x	x	
Ecuador (4)				x	
El Salvador (5)	x	x		x	
Guatemala (5)				x	x
Haiti (5)		x		x	
Honduras (5)	x	x	x	x	x
Jamaica (3)		x		x	
Nicaragua (5)				x	
Panama (2)	x				
Paraguay (3)				x	
Peru (3)		x		x	